

**Memorandum of the Meeting
Special Study Session/Meeting
Twenty-Sixth Town Council of Highland
Tuesday, December 22, 2009**

The special session of the Twenty-Sixth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the upper study meeting chambers on **Tuesday, December 22, 2009** at the special time of **5:30 o'clock p.m.**

Silent Roll Call: Councilors Bernie Zemen, Brian Novak, Konnie Kuiper and Dan Vassar were present. Councilor Herak joined at 6:34 p.m. owing to the delay of his transit provider following work. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings. A quorum was attained.

General Substance of Matters Discussed

The Town Council conducted interviews of candidates who filed applications and expressed an interest in serving on various boards and commissions. The following interviews were conducted according to an arranged schedule.

1. Dan Dernulc, 9905 Prairie Street, Highland was present for an interview in consideration for service on the Town Board of Metropolitan Police Commissioners. The discussion included a review of his impressions of his previous service as a past Town Councilor and President.

The discussion included concerns about dealing with the current budgetary constraints and contraction owing to State fiscal policy and the "hard tax caps." The discussion included the current concerns about the longevity of officers, and the issue of officer retention. The discussion included perceived changes in the nature of the workforce generally.

The discussion included the ability Mr. Dernulc to be able to be candid with other commissioners and the department head. Mr. Dernulc indicated that if appointed, he would not seek a long term tenure as a member.

Mr. Dernulc offered his assurance that he would not serve in such a way as to embarrass or bring disrepute to the Town and to the Town Council.

Mr. Dernulc departed at this time.

2. Michael Maloney, 8748 Prairie Street, Highland was present for an interview in consideration for service on the ABZA, Redevelopment and or Plan Commission. Mr. Maloney noted that he retired 8 years ago and noted his desire to become involved in the community. He noted his volunteer charitable work. Mr. Maloney reported on his career in general management in business. He also revealed that the invitation to apply reported in the monthly newsletter was an encouragement to him to consider serving in the ways he described.

Mr. Maloney spoke of his time in Libertyville and its efforts for Redevelopment and economic development as part of what informs his interest in the commissions and boards he listed. Mr. Maloney indicated that he was unaware of anything about him that would lead to embarrass the Town Council or the Town.

The discussion included an exploration of the proper chain of leadership and good order between Boards and Commissions with the department head or senior staff person. The discussion included concerns about the effects of protracted tenure on the boards and commissions.

The discussion further included Mr. Maloney's availability and time commitments for any potential demands of a given board or a commission.

Mr. Maloney also indicated that he was open to being considered for service on boards or commissions other than those he requested.

Mr. Maloney departed at this time.

3. Robert Williams, 2852 - 100th Street, Highland was present for an interview in consideration for service on the ABZA, Sanitary Board and the Town Board of Metropolitan Police Commissioners. Mr. Williams noted his career in sales and his recent participation in the Citizens Police Academy. He further noted his desire to become more involved in the community. He noted his service in the VIPS (Volunteers in Police Service).

The discussion included an exploration of the proper chain of leadership and good order between Boards and Commissions with the department head or senior staff person. The discussion included concerns about the effects of protracted tenure on the boards and commissions. This discussion included Mr. Williams' ability to serve with others in a board setting, including how he handled holding a different point of view and taking a stand in those contexts.

Mr. Williams indicated that his highest preference was for appointment to the Town Board of Police Commissioners. Mr. Williams indicated that he would be open for consideration for appointment to a commission or board other than those he requested.

Mr. Williams departed at this time.

4. Bob Benham, 3930 Jewett Street, Highland was present for an interview in consideration for service on the Plan Commission and the Community Events Commission. Mr. Benham noted his career as self-employed and his former work as a project manager. Mr. Benham reported that his career included municipal consulting. He stated that work involved traveling to various cities and towns and he spoke of how in his experience often Plan Commissions were involved.

He volunteered that he is a single parent of an 11-year old and presently engaged. The person with whom he is affianced also lives in Highland. He further indicated that he learned of the opportunity to apply from the website. Mr. Benham also spoke about his interest in working on the Town's Centennial.

Mr. Benham indicated that he would be open for consideration for appointment to a commission or board other than those he requested. Mr. Benham also suggested that he really liked the community.

Mr. Benham departed at this time.

5. Ralph Scheeringa, 3702-41st Lane, Highland was present for an interview in consideration for service on the Town Board of Metropolitan Police Commissioners. Mr. Scheeringa noted his lifelong residency in Highland. He further noted his work as a Sales manager for Bill's Produce. He also reported his recent completion of the Citizen's Police Academy.

The discussion included an exploration of the proper chain of leadership and good order between Boards and Commissions with the department head or senior staff person. The discussion included concerns about the effects of protracted tenure on the boards and

commissions. This discussion included Mr. Scheeringa's ability to serve with others in a board setting, including how he handled holding a different point of view and taking a stand in those contexts. Mr. Scheeringa noted his service on Church Boards and his experiences there informing his boardmanship abilities and his ability to work in that context.

Mr. Scheeringa indicated that he preferred the Town Board of Metropolitan Police Commissioners, but depending on what board or commission, he might be open for consideration to another.

Mr. Scheeringa offered his assurance that there was nothing in his background nor would he serve in such a way as to embarrass or bring disrepute to the Town and to the Town Council.

Noting the fiscal constraints and the inability to grant raises, Mr. Scheeringa and the Town Council discussed the ways and means to motivate or encourage members of the Metropolitan Police Department.

Mr. Scheeringa departed at this time.

6. Bridget De Young 2645-37th Street, Highland was present for an interview in consideration for service on the Park and Recreation Board, the Lake County Convention and Visitors Bureau, and Redevelopment. Ms. DeYoung noted her service as an operations manager for Environmental Systems Products Holdings, which performs the emissions testing for the State of Indiana. She noted her residency since the third grade. She further noted her management experience.

The discussion included her general availability on Tuesdays owing to her volunteer work with adults with disabilities at her church.

The discussion included a sharing of impressions of the status of the downtown area. Ms. DeYoung offered her impressions of other communities in making the downtown an attraction and to make it a destination. She stated her belief that the process would take time. Ms. DeYoung reported that she believed the downtown was attractive, but spoke about her disappointment at the loss of the coffee shops and the Blue Room.

The discussion included Ms. DeYoung's ability to serve with others in a board setting, including how she may handle holding a different point of view and taking a stand in those contexts. Ms. De Young commended her ability to express herself respectfully in such instances.

Ms. DeYoung departed at this time.

7. Darren T. Keene, 3143 Grand Boulevard, Highland was present for an interview in consideration for service on the ABZA, the Park and Recreation Board, the Plan Commission, and the Redevelopment Commission. Mr. Keene discussed his occupation as a Maintenance Mechanical Technician at Arcelor-Mittal. He noted that he worked previously in areas that had him working with many customers. Mr. Keene noted that he was interested in serving by doing more "than simply voting." Mr. Keene also commended his project management experience.

Mr. Keene expressed his higher preferences were for service on the Redevelopment Commission and the Park and Recreation Board. The discussion discussed how one might bring more investment to the downtown. Mr. Keene noted that fostering pedestrian traffic would be desirable. Mr. Keene discussed the importance of incenting small businesses in the downtown.

Mr. Keene suggested he did not believe he had any current matters in his background as to embarrass or bring disrepute to the Town and to the Town Council.

Mr. Keene departed at this time.

8. Andrew R. Hein, 8932 Arbor Hill Drive, Highland was present for an interview in consideration for service on the Town Board of Metropolitan Police Commissioners. Mr. Hein reported his occupation as an attorney, in practice in Chicago. He volunteered that he is married with three children and expecting a fourth soon. He further expressed that his business was a bit more established and he wished to give back to the community.

Mr. Hein noted that he did not perceive any time conflicts with evenings. Mr. Hein also allowed that he would be open to serving on another commission or board as well as the Town Board of Metropolitan Police Commissioners.

The discussion included an exploration of the proper chain of leadership and good order between Boards and Commissions with the department head or senior staff person. The discussion included concerns about the effects of protracted tenure on the boards and commissions. This discussion included Mr. Hein's ability to serve with others in a board setting, including how he handled holding a different point of view and taking a stand in those contexts. Mr. Hein noted both his occupation and his service on Rush Presbyterian Board and his experiences there informing his boardmanship abilities and his ability to work in that context. The discussion included an exploration of the fact that Mr. Hein lives very near the Metropolitan Police Chief and whether or not that would be an issue. Mr. Hein offered that it would not.

Mr. Hein and the Town Council discussed some of the issues regarding worker morale and satisfaction and how to address and improve those worker issues. The issue of the appropriateness of certain performance standards with some workers rather than others was discussed.

The Town Council discussed with Mr. Hein his general availability for service if appointed. Mr. Hein expressed his belief that he would be available.

9. Thomas Vander Woude, 3329 Lincoln Street, Highland was present for an interview in consideration for service on the Plan Commission.

Mr. Vander Woude also allowed that he would be open to serving on the Redevelopment Commission. It was noted that Mr. Vander Woude is a professional planner employed by the Northern Indiana Regional Planning Commission. Mr. Vander Woude explained that he and his wife located in Highland in part because his wife was from Highland, and also in part because he perceived that Highland has a "sense of place."

The Town Council and Mr. Vander Woude discussed what his vision would be for the downtown. Mr. Vander Woude, noted that he has read the design standard for the Downtown, and commended those guidelines. Mr. Vander Woude also commended the current reconstruction of the Kennedy Avenue.

The Town Council and Mr. Vander Woude also discussed the prospects for future redevelopment along Indianapolis Boulevard, north of Ridge Road. Mr. Vander Woude suggested that there were a great deal of possibilities with the corridor. Mr. Vander Woude also suggested that the opportunities would be expanded once the overpass bridge was removed as planned by Indiana Department of Transportation.

The discussion included concerns about the effects of protracted tenure on the boards and commissions. This discussion included Mr. Vander Woude's ability to serve with others in a board setting, including how he handled holding a different point of view and taking a stand in those contexts. Mr. Vander Woude indicated his belief that his training as an urban planner prepared him to hold a stand in such a context.

Mr. Vander Woude also indicated that there was nothing in his background that would embarrass the Town or raise a concern.

10. Kimberly J. Kosmas, 3629 43rd Street, Highland was present for an interview in consideration for service on the Redevelopment Commission or the Community Events Commission. Ms. Kosmas reported that she works as an accountant at URS Corporation in Chicago, and does participate in volunteer work at her church. She further noted that she really enjoys living in Highland.

Ms. Kosmas and the Town Council discussed what she might suggest to Highland to bring development or investment to the Town. Ms. Kosmas volunteered that she on her own, when the vacancy first occurred at the Highland Grove Mall, she wrote to Best Buy to encourage its consideration to locate a store in Highland. Ms. Kosmas also noted that she observes what some of the communities near Chicago have or are doing that seems to drive attractions. Ms. Kosmas also discussed whether or not a *Trader Joe's* Retailer could or would locate in Highland. It was noted that some of these investments have concerns about the market and the demographics of the area and their desired market. Ms. Kosmas also suggested that some efforts might be worth exerting to promote investment.

The Town Council and Ms. Kosmas discussed her interests in also serving on the Community Events Commission. Ms. Kosmas noted that she and her family really enjoy the annual independence parade.

Ms. Kosmas also indicated that there was nothing in her background that would embarrass the Town or raise a concern.

Ms. Kosmas departed at this time.

11. Michael Echterling, 8129 Wicker Park Drive, Highland was present for an interview in consideration for service on the Park and Recreation Board. Mr. Echterling. Mr. Echterling reported that he was in the U.S. Army Reserve, had been a truck driver and a Firefighter. He also noted that he serves as Chairman for the Lake County Fish and Game Protective Association. The Town Council and Mr. Echterling discussed whether or not a fish and game show could come to the Lincoln Community Center.

Mr. Echterling also indicated that there was nothing in her background that would embarrass the Town or raise a concern.

The discussion included concerns about the effects of protracted tenure on the boards and commissions. This discussion included Mr. Echterling's ability to serve with others in a board setting, including how he handled holding a different point of view and taking a stand in those contexts. Mr. Echterling indicated that from his experience on the Board of the Lake County Fish and Game Protective Association, would serve him in that context.

Mr. Echterling did not offer any suggestions for added recreation programs or changing any existing ones. The discussion included a consideration of a "canned hunt."

12. The Town Council President discussed that he still had two new applications that would need to be scheduled. The Council discussed whether or not any interviews were needed for persons reapplying but previously interviewed.
13. The Town Council discussed some of the currently serving persons on various boards and the Community Events Commission. The discussion included considering some of the candidates who were just interviewed and their alignment. The discussion included exploring the ways in which culture and recreation are delivered and managed.
14. The Town Council discussed a report regarding the absence of "belly scrapers" underneath the new trucks and how these are needed for snow plowing. The discussion included a reported concern about the absence of air conditioning in the cabs of the backhoes.
15. The Town Council discussed the plans associated with the reconstruction and retrofit of Lincoln Community Center and the efforts of the Park and Recreation Board to revive the project. The discussion included a discussion of what the design plans for the Lincoln Community Center, particularly the smaller gymnasium and the location of the administrative offices.
16. The Town Council discussed the reorganization of the Town Council for FY 2010, in particular the selection of the President and the Vice President. It was noted that Councilor Kuiper expressed a desire to serve as Vice President during the Centennial Year. It was further discussed that Councilor Herak expressed his desire to serve as President of the Town Council in the Centennial year. No formal determinations were made. A later discussion included the suggestion of urging that the Town Council business meetings be focused on moving matters along and being sure that no member speaks for the Town Council without consultation of the members.
17. The Town Council discussed some management emphases to be pressed for in 2010. The discussion included a consideration of some impressions of the condition of the trucks under the aegis of Public Works. The discussion included expressed concerns regarding the aesthetic of the public works facility. The discussion included a consideration of the salutary effects of a cleaner workplace on productivity.

There being no further business to come before the Town Council, the special study session of the Town Council, of **Tuesday, December 22, 2009**, was adjourned 10:04 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA
Clerk-Treasurer